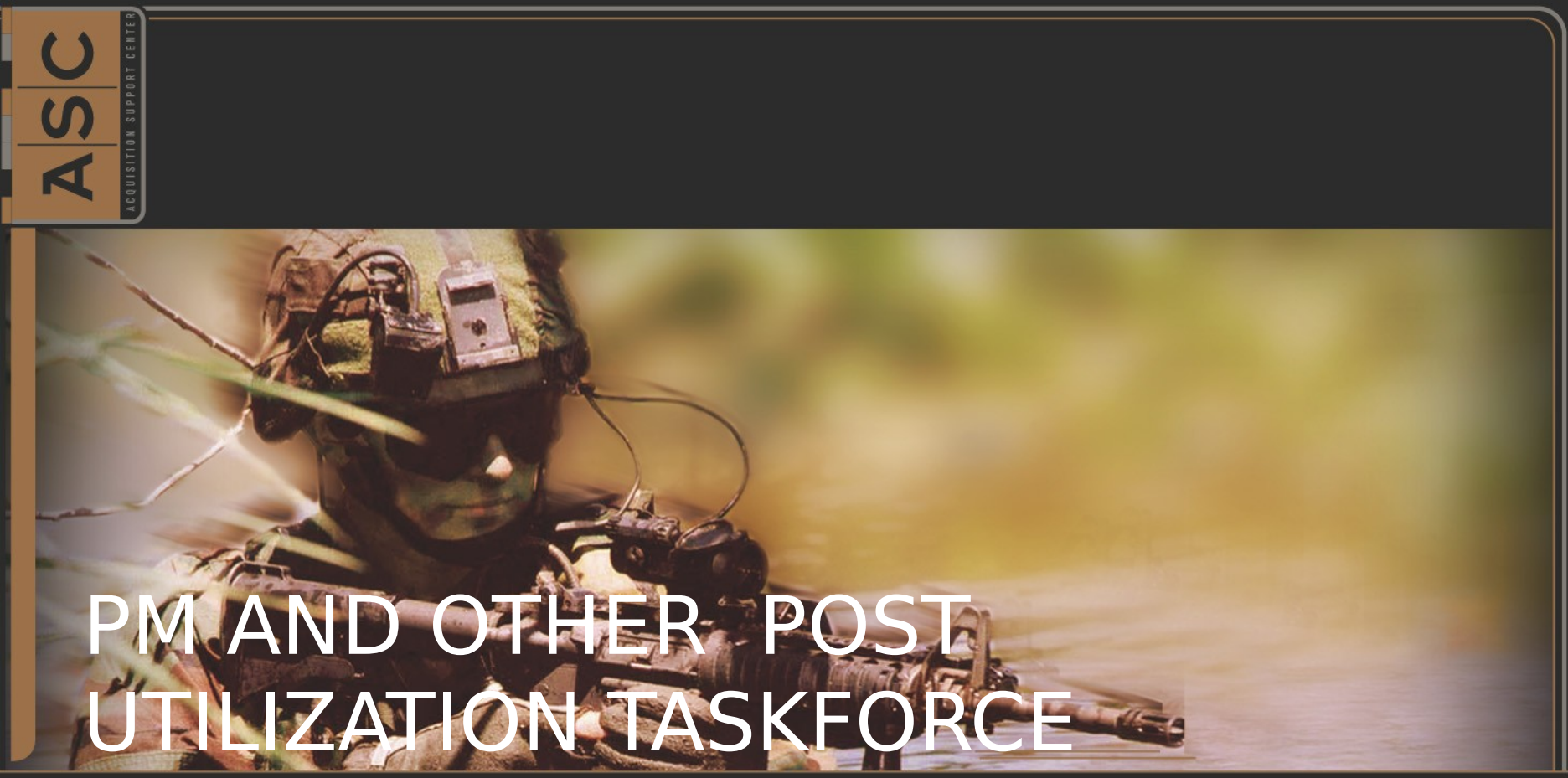

PM AND OTHER POST UTILIZATION TASKFORCE

Thomasine L. Coleman
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ACQUISITION SUPPORT CENTER

PM AND OTHER POST UTILIZATION

PURPOSE

- ✓ Define and Assess Factors Impacting the Low Selection Rate of Civilian PMs.
- ✓ Recommend Professional Opportunities/Options for Rotating PMs and SSC/LLT When Training Completed.
- ✓ Develop a Comprehensive Set of Reforms and Corrective Actions.
- ✓ Establish and Implement Plans by the Proponents.

STRATEGY

✓TWO SENSING SESSIONS

1. **Current and Former PMs**
2. **DA Staff and OSD**

ACQUISITION SUPPORT CENTER (ASC)

MANPOWER AND RESERVE AFFAIRS (M&RA)

US TOTAL ARMY PERSONNEL COMMAND

✓ROOT-CAUSE ANALYSES

1. **Factor Elimination**
2. **Consolidation and Groupings**

ROOT-CAUSE ANALYSES AND SUMMARY

Eight (8) Major Categories

- ✓Leadership
- ✓Career Model for PMs
- ✓Post-Utilization
- ✓Personnel/Policy Procedures
- ✓Training
- ✓Environment
- ✓Incentives
- ✓Selection Boards

RECOMMENDATIONS/OPTIONS/SOLUTIONS

- ✓ **Leadership: "Tell It Like It Is"**
- ✓ **PM Post-Utilization: Recommended Options**
  1. ICAF Priority
  2. Another Position with Army etc.
  3. Return Rights to Previous Organization (Approved: April 16, 2003)
  4. DDACM/AMB Solicit Organizations for Possible Vacancies.
  5. (Proposed) DAU Fellowship Program:
- ✓ **Personnel Policies/Procedures**
  1. PPP- Elimination of Retroactive Clearance
  2. Army Spouses Placement

RECOMMENDATIONS/OPTIONS/SOLUTIONS

✓TRAINING

1. PM Handbook
2. Networking/Training Sessions

✓ENVIRONMENT

1. Sponsorship Program
2. Lapel Pins

✓INCENTIVES

1. Relocation Bonus
2. Bonus Pay

✓SELECTION BOARDS

1. Evaluation of Packages
2. Revised Briefing to the Board

RECOMMENDATIONS/OPTIONS/SOLUTIONS

- ✓ **CONDUCT FOLLOW-UP SESSION**
- ✓ **DEVELOP METRICS**

BON APETITE